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SOURCE Magyar Kozlony.

RESOLUTION OF HUNGARIAN COUNCIL OF MINISTERS
ON COLLECTIVE AGREEMENTS

To implement the Hungarian Labor Code, the Hungarian Council of Minis-
 ters and the National Council of Trade Unions have adopted the following reso-
 lution (No 2,108/1952 of 10 January 1953) regulating the conclusion and control
 of fulfillment of collective agreements.

Content of Collective Agreements

The collective agreements will regulate the following:

Production Problems

That part of the agreements dealing with production problems will con-
 tain the principal tasks of production, productivity, consumption of materials,
 and cost reduction laid down in the plan of the enterprise. It will specify
 technical and organizational measures calculated to assure the fulfillment of
 the production plan, improvement of quality, and reduction of production costs.
 This part will also contain bilateral obligations to organize socialist labor
 contests and to broaden the Stakhanovite and innovation movements.

Wages and Norms

This part will contain an outline of the wage rates and premiums to
 be used in the enterprise. It will define the principal obligations pertaining
 to the preparation and application of norms; the wider introduction of the piece-
 wage, premium, and technical-norm systems; the improvement of wage discipline;
 and the control of the arbitration committee.

Wage Discipline

This part of the collective agreement will list the principal tasks
 pertaining to the improvement of wage discipline.

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Occupational Training

This part will list the tasks pertaining to the occupational training of the workers.

Workers' Protection

This part will contain provisions pertaining to workers' protection, accident and sickness prevention, and the improvement of hygienic conditions in the enterprise. It will also list separately the appropriations for workers' protection for each operating component of the enterprise.

Social and Welfare Projects

This part will contain provisions for the social welfare, recreation, social insurance, and housing of the workers.

Cultural Projects

This part will contain provisions for the raising of the cultural level of the workers, including organization of lectures and maintenance and development of culture homes, libraries, and other cultural institutions.

Sports

This part will contain provisions for the development of sports among the workers, the organization of a sports circle, the purchase of sports equipment, etc.

Directives outlining the content of collective agreements will be prepared by the appropriate ministries in cooperation with the trade unions. The directives will be transmitted to the enterprise managements and the plant committees by 1 January each year.

Conclusion of Collective Agreements

A collective agreement may be concluded between the manager of any enterprise or other economic organization and the plant committee. Collective agreements are not permissible in organizations included in the national budget, the Hungarian State Railroads, and the post office, with the exception of plants, cooperatives, and private enterprises operating under the supervision of the Hungarian State Railroads and the post office.

Collective agreements will be concluded by enterprises separately, and in the case of enterprises supervised by associations, will be concluded by the associations. In the mining and building industries the collective agreements will be concluded by the trusts, and in agriculture separately by each farm. If an enterprise has several branches or plants, a single collective agreement will be concluded for the enterprise as a whole.

Collective agreements will be concluded during the first quarter of each year.

Preparation of the collective agreement is the joint responsibility of the manager and the plant committee of the enterprise. The draft of the agreement will be discussed in shop meetings.

Prior to signing of the collective agreement, it will be reviewed by the ministry and the trade union within 14 days after it is submitted. The final agreement, modified according to the observations of the reviewing authorities,

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will be signed by the manager of the enterprise and the chairman of the plant committee. After it is signed, the agreement will be resubmitted to the ministry and trade union for approval. The collective agreement will be valid for one year from the date of its approval.

The collective agreement may be modified by joint agreement of the contracting parties. The modifications must be approved in the same manner as the original agreement. The text of the collective agreement will be displayed on the bulletin boards of all components of the enterprise.

Fulfillment of Collective Agreements

The manager of the enterprise and the chairman of the plant committee are personally responsible for the execution of the collective agreement. Both are required to render a quarterly report at plant meetings of the fulfillment of the agreement during the preceding quarter.

Fulfillment of the collective agreements will be supervised by the ministries, the trade unions, the managers of the enterprises, and the plant committees and semiannually will be examined jointly by the ministries and trade unions.

The manager of the enterprise and the chairman of the plant committee are subject to disciplinary action for failure to fulfill the collective agreement.

Miscellaneous Provisions

This resolution becomes effective 1 January 1953. Paragraphs 2 and 3 of Resolution No 30 of the Council of Ministers, dated 31 January 1951, as well as subsection 2 of paragraph 3 of Resolution No 32 of the Council of Ministers, dated 31 January 1951, pertaining to the provisions of the Hungarian Labor Code regarding the workers of the Hungarian State Railroads and the post office are rescinded as of the same date.

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